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TGW-2121  
PATENT  
Attorney Reference Number 5437-60780-01

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

**In re application of:** Scarborough et al.

**Application No.** 09/921,993

**Filed:** August 2, 2001

**Confirmation No.** 6882

**For:** DEVELOPMENT OF ELECTRONIC  
EMPLOYEE SELECTION SYSTEMS AND  
METHODS

**Examiner:** George B. Davis

**Art Unit:** 2121

**Attorney Reference No.** 5437-60780-01

CERTIFICATE OF MAILING

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

Attorney or Agent  
for Applicant(s) G.L. Maurer

Date Mailed November 14, 2005

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TRANSMITTAL LETTER

Enclosed for filing in the application referenced above are the following:

- Information Disclosure Statement
- Form 1449 and references cited thereon
  
- The Director is hereby authorized to charge any additional fees that may be required, or credit over-payment, to Deposit Account No. 02-4550. A copy of this sheet is enclosed.
  
- Please return the enclosed postcard to confirm that the items listed above have been received.

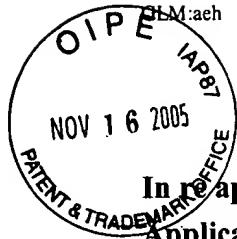
Respectfully submitted,

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Registration No. 43,781

cc: Docketing



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**INFORMATION DISCLOSURE STATEMENT  
PURSUANT TO 37 C.F.R. § 1.97(b)(3)**

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Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language and/or non-English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

Applicants filed this Information Disclosure Statement ("IDS") before the mailing date of a first Office action on the merits. As a result, no fee should be required to file this IDS. However, if the Patent Office determines that a fee is required for Applicants to file this IDS, please charge any such fees, or credit overpayment, to Deposit Account No. 02-4550. A **duplicate copy** of this Information Disclosure Statement is enclosed.

The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

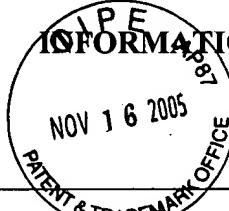
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 <p><b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b></p>	Attorney Docket Number	5437-60780-01
	Application Number	09/921,993
	Filing Date	August 2, 2001
	First Named Inventor	Chambless
	Art Unit	2121
	Examiner Name	George B. Davis

### U.S. PATENT DOCUMENTS

Copies of U.S. Patent documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the patent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
		5,326,270	7/5/1994	Ostby et al.
		5,461,699	10/24/1995	Arbab et al.
		5,727,128	3/10/1998	Morrison
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		6,640,216	10/28/2003	Loofbourrow et al.
		6,769,066	7/27/2004	Botros et al.

Examiner's Initials*	Cite No. (optional)	OTHER DOCUMENTS
		Chang et al., "The Development of a Computer-Based Decision Support System for Use in Evaluating Candidates for the Position of Programmer-Analyst," ACM SIGCPR Computer Personnel, Vol. 13. Issue 1, pages 9-19, April 1991.
		Duong et al., "A System of IAC Neural Networks as the Basis for Self-Organization in a Sociological Dynamical System Simulation," Behavioral Science, Vol. 40, pages 275-303, 1995.
		Franklin, Dianna, "An Effective Way to Hire Technical Staff," User Services Conference: Proceedings of the 14th Annual ACM SIGUCCS Conference on User Services: Setting the Direction, pages 137-142, 1986.
		Labate et al., "Employee Skills Analysis Using a Hybrid Neural Network and Expert System," IEEE International Conference on Developing and Managing Intelligent System Projects, pages 205-211, March 1993.
		Lim et al., "A Method for (Recruiting) Methods: Facilitating Human Factors Input to System Design," Conference on Human Factors in Computing Systems, Proceedings of the SIGCHI Conference on Human Factors in Computing Systems, pages 549-556, 1992.
		Walczak, "Categorizing University Student Applicants with Neural Networks," IEEE International Conference on Neural Networks, IEEE World Congress on Computational Intelligence, Vol. 6, pages, 3680-3685, 1994.

EXAMINER SIGNATURE:	DATE CONSIDERED:
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\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.